

Form Name: CLAIM FOR WAGES - 2017-10-01  
Submission Time: September 24, 2023 2:36 pm  
Browser: Chrome Mobile 117.0.0.0 / Android  
IP Address: 174.215.6.108  
Unique ID: 1145425218  
Location: 39.7388, -104.9868

## CERTIFICATIONS, ACKNOWLEDGEMENTS, and ELIGIBILITY

---

### Instructions

---

I certify that I have read these instructions and understand my rights and duties.

Yes

---

### In order to file a claim, you must acknowledge the following:

---

I am the "claimant" and I understand that I carry the initial burden of proof.

Yes

---

I understand that information I submit may be shared with my employer.

Yes

---

I understand that the information I submit must be complete and I must provide sufficient information for the Department to pursue my claim, and that my failure to provide the requested information may result in the rejection of my claim.

Yes

---

I understand that anything I submit in a paper form will be scanned to an electronic version and the original destroyed.

Yes

---

I agree to provide the Department with contact information where I can be reached, to cooperate fully with any investigation, to promptly respond to Department inquiries and requests, and to provide new contact information within three (3) days of any change.

Yes

---

I agree to notify the Department of any payment made directly to me by my employer within three (3) days of receipt.

Yes

---

I understand that I am providing information to the Department to determine the merit of my claim and the act of submitting this information does not guarantee that a claim will be opened, or if it is, that wages will be recovered.

Yes

## Eligibility

Are you claiming wages that were due to you after [DATE]? Yes

## Eligibility

Is the claim less than \$125? No

## Eligibility

Is the claim more than \$15,000? No

## Eligibility

Is your employer in bankruptcy? No

Were you an independent contractor? No

Were you an owner or partner? No

Have you begun private legal action? No

Do you have a child support judgment against you in North Dakota? No

Was the work you are claiming payment for, performed for a tribal entity? (We may not have jurisdiction to assist you in some cases.) No

Do you owe your employer money? No

Do you currently possess any of your employer's property? No

Was the work you are claiming payment for performed in North Dakota? Yes

Did your employer withhold taxes? Yes

Did your employer keep timecards? Yes

Were you paid in cash?

No

Have you made a request to your employer for the wages you believe are owed?

Yes

Please attach a copy of your request below:

<https://www.formstack.com/admin/download/file/15250243553>

## CLAIM FOR WAGES

### About You

Name	Justin Bacon
Address	308 Sunrise Dr Belfield , ND 58622
Do you have an email address?	Yes
Email	[REDACTED]
Do you consent to receiving correspondence exclusively at this email address?	Yes
Phone Number	[REDACTED]
Phone Number Type	Cell
Are you a Veteran?	No
Date of Hire (MM/DD/YYYY)	07/25/2023
Rate of pay	28.00/hr
What was your job title during the period for which you are claiming wages?	Mechanic
Time period for which you are claiming wages (MM/DD/YYYY - MM/DD/YYYY)	08/19/2023-09/01/2023
Date of next payday?	9/11/2023
Briefly describe your job	Worked on Trucks,trailers and pretty much anything broken I fixed
Are you still employed?	No
If not, were you:	Quit

Are you represented by an attorney specific to this matter? No

## About Your Employer

Name of Business	Stark Energy
Mailing Address on record with ND Secretary of State (or, for Corporations with headquarters outside of ND, please provide mailing address for payroll contact)	1860 4th Ave E Dickinson , ND 58601
Business Phone	(701) 300-1558
Business Owner's Name	Rob Fettig
Business Owner's Phone	(701) 300-1558

## Wage Claim Information

Reason(s) for Submitting This Wage Claim Failure to pay hours worked or final paycheck

Describe why you believe you are owed wages. Provide a detailed description for each box checked above. Include information such as the pay period(s) that was not paid correctly, the reason you feel the pay was incorrect, any reason provided by the employer for why the payment was incorrect, or any other information to help explain your situation. Please keep description relevant to the wages owed.

I worked 33 hours for stark Energy and have proff to show

Did you punch a time clock or turn in other time records to your employer? Yes

Did you keep a personal record of the hours you worked? Yes

## Failure to Pay Hours Worked or Final Paycheck

Total hours worked and not paid 33



Total amount you believe is owed for  
Failure to Pay Hours Worked or Final  
Paycheck

924.00

---

Total Amount Claimed	924.00
----------------------	--------

---

## Attachments

---

I am unable to attach documents because:	I cannot convert my documents in an electronic format
---	---

---

## YOU CERTIFY:

---

I understand that my claim is not accepted until I have received correspondence from the Department indicating so, and my claim filing date is the date included in the Department's correspondence indicating acceptance of my claim. I understand that submitting a duplicate form will result in significant delay.	Yes
--	-----

---

---

Signed by:	Justin Bacon
------------	--------------

---

---

Declaration of online signature:	Yes
----------------------------------	-----

---

Nov 14, 2023

Re: WC-38575 Justin Bacon

In regards to the above referenced wage claim. Where the claimant is seeking 33hrs of pay for pay period Aug 19-Sept 1, 2023 actually calculates to 25.08 hrs worked not 33hrs.

The company has reached out with a payment of \$500.00 and a future scheduled amount of \$1,000.00 within 1 week.

The claimant is recently back working for the company and the past pay period in question will be finalized within the week. Any overage paid will be adjusted going forward with future pay periods.

Thank you for your patience.

Delene Fettig, Office Mgr.  
Stark Energy Inc.



Justin Bacon - Diesel Mechanic

Hours worked for Stark Energy

Dates 8-19-2023 - 9-1-2023 and 10-6-2023 - 10-9-2023

© WILSON JONES

G7202 GREEN 7202 BUFF

	Initials	Date
Prepared By		
Approved By		

Dates	Hrs.	Rate
8-21	2	28. <sup>00</sup> /hr
8-22	9	
8-23	9	
8-24	6.25	
8-25	7.25	
8-27	7	
8-28	7	
8-29	8	
8-30	<del>6.25</del>	
Total	61.75	\$1729. <sup>00</sup> - \$300. <sup>00</sup> paid
10-6	5.75	\$32. <sup>00</sup> /hr
10-7	8.25	
10-8	4	
10-9	7	
Total	25	\$800. <sup>00</sup>

Days work 9 @ 28.<sup>00</sup>/hr -  
Day work 4 @ 32.<sup>00</sup>/hr

\$300.<sup>00</sup> in advances

~~1429.<sup>00</sup>~~  
+ 800.<sup>00</sup>

Total owe to Date on 10/11/2023  
\$2229.<sup>00</sup>



Form Name: Complaint Inquiry  
Submission Time: November 27, 2023 11:44 am  
Browser: Chrome Mobile 119.0.0.0 / Android  
IP Address: 174.231.88.172  
Unique ID: 1168061924  
Location: 39.7301, -104.9078

## Instructions

I certify that I have read these instructions and understand my rights and duties. Yes

Do you wish to remain anonymous if possible? No

## In order to file a complaint, you must acknowledge the following:

I understand that the information I submit may be shared with my employer. Yes

I understand that the information I submit must be complete and I must provide sufficient information for the Department to pursue my complaint, and that the failure to provide the requested information may result in the rejection of my complaint. Yes

I understand that anything I submit in a paper form will be scanned to an electronic version and the original destroyed. Yes

I agree to provide the Department with contact information where I can be reached and to promptly respond to Department inquiries and requests. Yes

## Complaint Information

Your Name Justin Bacon

Your Address 308 Sunrise Dr #10  
Belfield , ND 58622

Do you have an email address? Yes

Your Email

Do you consent to receiving  
correspondence exclusively at this  
email address?

Yes

Your Phone Number

[REDACTED]

Phone Number Type

Cell

Name of Business

Stark Energy

Business Mailing Address on record  
with ND Secretary of State

4090 130th Ave Sw  
Belfield , ND 58622

Business Phone Number

(701) 690-3988

Business contact name

Delene Fettig

**Describe the Situation. Be as specific as possible - include names, dates, places, etc. (For final paycheck, please include: hourly rate, hours worked, and dates worked.)**

He promised to pay me in full he did and he bagged me to come back to work for him as he promised to pay me last Friday for wages again earned from the week before and rob fettig hasn't done so. Rob fettig texted me and told me to stay off his property so I took that as he fired me so now stark Energy owes me \$2032.00 from hours i worked again

**Signature**

Signed by

Justin Bacon

Declaration of online signature

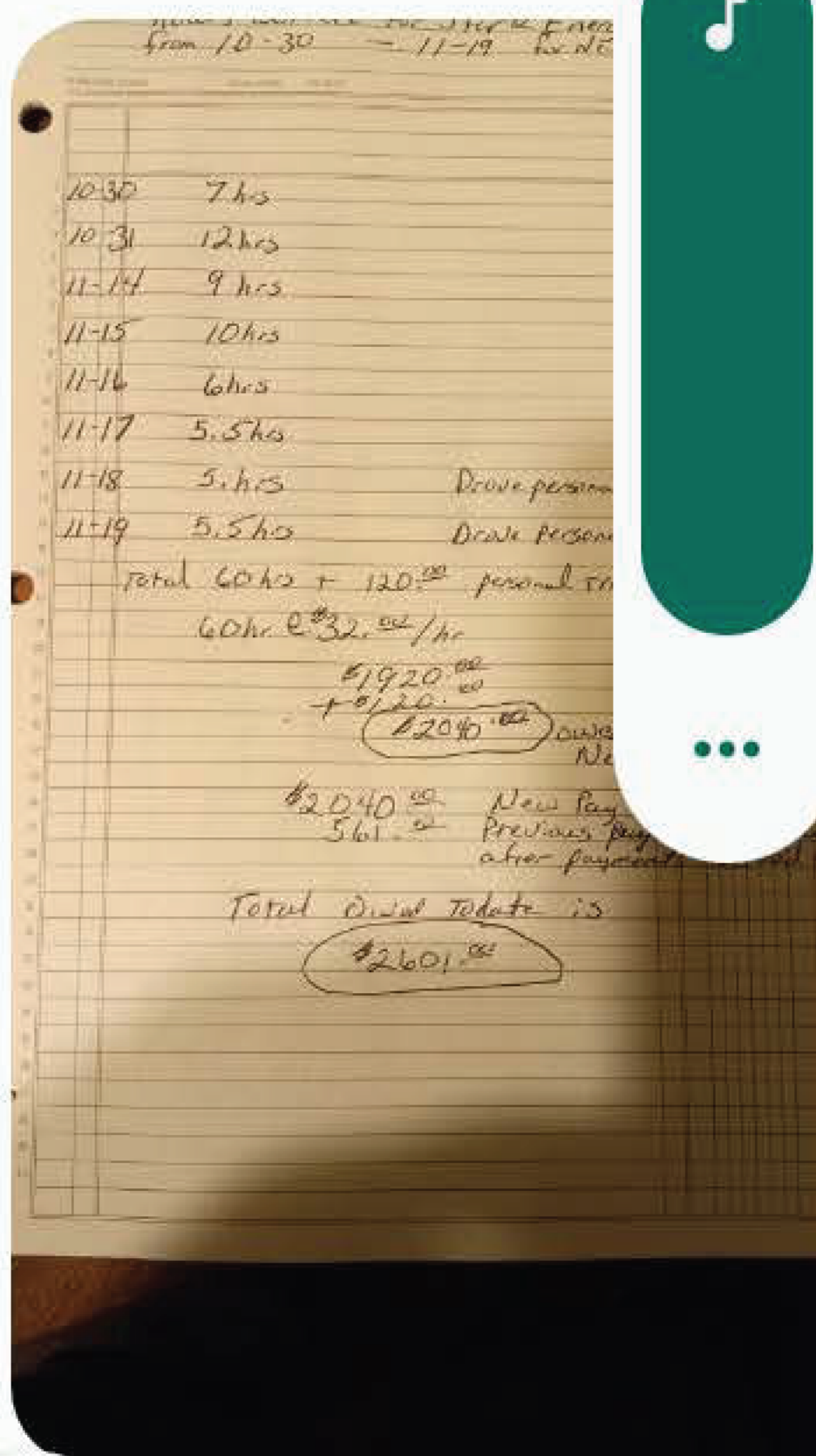
Yes

←     

Like customers canceled trucks  
cus of no more drivers or not  
mechanical functioning trucks

Bullshit I got your trucks going  
got your pressure washer going

Like i said i am trying to resolve  
this this week i will call u. In. Few



Yep that's the total what's owed

  Text message  



John Haws worked for Stark Energy  
Bucars

Prepared By	Initials	Date
Approved By		

10-30 - 7hrs

10-31 - 12 hrs

19 hrs

\$608.00

11-14 5:00pm - 2:00AM

Went to Watford to work  
on tank trailer tag axle

9 hrs hrs

11-15 9:00AM - 4:30pm

5:00pm - 7:30pm

Inspected and Diagnosed Rear  
Diff on Dodge Ram 2500 Needs Replaced  
Service on Dodge Ram Dually

10 hrs

11-16 8:00AM - 11:30AM

12:30pm 3:00pm

Cleaned up shop

got Blower motor and ~~right~~ windshield  
wipers working on S-205 truck

6 hrs

11-17 8:00AM - 11:00AM

1:00pm 3:30pm

Replaced A/C on tanker trailer

5.5 hrs

11-18 8:00AM - 1:00pm

Drive  
to Watford  
worked on tanker  
tag axle

5 hrs

11-19 8:00AM - 1:30pm

Truck would not  
start turned Kill switch  
On and Fired up

5.5 hrs

11-20 8:00AM - 11:30AM

got pressure washer  
going in shop



3.5 hrs





\$1424.00

44.5

Total \$2032



Stark Energy, Inc. has invited you to use ...  Inbox 

 QuickBooks Time Nov 20     
to me ▾

INTUIT

-  turbotax
-  creditkarma
-  quickbooks
-  mailchimp

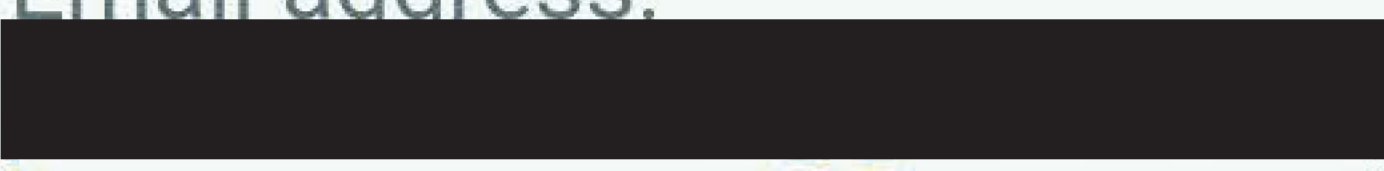
Hi there,

**Stark Energy, Inc.** has invited you to start tracking your time.

You can use an existing Intuit Account to accept the invitation.

This makes it easier to access your information in the future.

User ID: **ba\*\*\*\*\*95**

Email address:  


Last accessed: **Oct 5, 2023 1:35:31 AM**

[Use this account](#)











Sunday, Nov 19 • 9:18 AM

We're the keys hiding at sir

Sunday, Nov 19 • 11:11 AM


Rear tag

Works??

Sunday, Nov 19 • 12:47 PM

Hell yeah it does

The switch on the dash works alsofor rear tag axle





Greg Moore

[View contact](#)



Sundav. Nov 19 • 6:12 PM







# Justin Bacon's Hours Logged

PREPARED BY	
DATE	

Dates	Hours
7-25	7
7-26	6.5
7-27	6.5
7-28	7
7-31	4
8-1	8.5
8-2	6.5
8-3	2.5
8-4	2
8-5	5
8-6	10.5
8-7	6
8-8	off
8-9	9
8-10	5.5
8-11	5
8-12	6
8-13	off
8-14	off
8-15	8.75
8-16	7.75
8-17	5.75
8-18	4.75

Column total  
124.5

Dates	Hours
8-21	2
8-22	9
8-23	9
8-24	6.25
8-25	7.25
8-27	7
8-28	7
8-29	8
8-30	6.25
10-6	5.75
10-7	8.25
10-8	4
10-9	7
10-30	7
10-31	12
11-14	9
11-15	10
11-16	6
11-17	5.5
11-18	5
11-19	5.5
11-20	3.5

~~274.25~~  
Total Hours  
274.75

7,693



CASH APP PAYMENTS

	Transaction ID	Date	Trans Type	Currency	Amount	Notes	Receiver	Acct.
1	astfr8f	2023-11-24 18:32:04 CST	Sent P2P	USD	361.00	Pay Advance final payment	Justin Bacon	
2	7cheja1	2023-11-22 16:30:05 CST	Sent P2P	USD	200.00	Pay Advance	Justin Bacon	
3	0gz8gc5	2023-11-18 22:41:54 CST	Sent P2P	USD	100.00	Pay Advance	Justin Bacon	
4	3q5mzbg	2023-11-17 18:29:57 CST	Sent P2P	USD	400.00	Pay Advance	Justin Bacon	
5	ja5xypb	2023-11-16 16:04:56 CST	Sent P2P	USD	300.00	Pay Advance	Justin Bacon	
6	5h1x00f	2023-11-14 20:47:07 CST	Sent P2P	USD	500.00	Pay Advance	Justin Bacon	
7	7818psy	2023-10-31 22:15:12 CDT	Sent P2P	USD	50.00	Pay Advance	Justin Bacon	
8	q6mj7ne	2023-10-20 17:36:30 CDT	Sent P2P	USD	300.00	Pay Advance	Justin Bacon	
9	eaw562a	2023-10-16 18:38:08 CDT	Sent P2P	USD	300.00	Pay Advance	Justin Bacon	
10	dqc5vcv	2023-10-07 19:27:55 CDT	Sent P2P	USD	150.00	Pay Advance	Justin Bacon	
11	aqfdtv5	2023-10-05 16:39:06 CDT	Sent P2P	USD	150.00	Pay Advance	Justin Bacon	
12	1ckmkhc	2023-08-28 20:54:47 CDT	Sent P2P	USD	1523.35	Pay Advance	Justin Bacon	
13	2bs148b	2023-08-19 18:37:55 CDT	Sent P2P	USD	150.00	Pay Advance	Justin Bacon	
14	2b0ndwn	2023-08-15 21:26:43 CDT	Sent P2P	USD	131.23	Pay Advance	Justin Bacon	
15	hd2nqk1	2023-08-14 20:37:06 CDT	Sent P2P	USD	500.00	Pay Advance	Justin Bacon	
16	x7zrsq	2023-07-28 20:39:31 CDT	Sent P2P	USD	200.00	Pay Advance	Justin Bacon	
17	b4hpxg0	2023-07-26 21:38:56 CDT	Sent P2P	USD	200.00	Pay Advance	Justin Bacon	
					<u>\$5,515.58</u>			

**NOTICE**

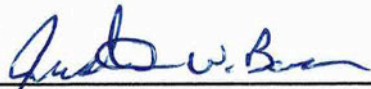
Going forward, there will be NO PAYMENT for hours on your paycheck, if you give NO DESCRIPTION on T-Sheets of what you did for the time you are requesting pay for.

Descriptions need to be added the same day you perform the work. No altering of T-Sheets after the day work was performed will be accepted.

EVERYONE employed here has been told multiple times that you are to enter details in T-Sheets of the work you performed. For some of you this has fallen on deaf ear.

There is NO REASON/EXCUSE why each and EVERYONE of you cannot comply with this on a daily basis. There will be no more excuses, no EXCEPTIONS. If you choose not to communicate on T-Sheets what you did during your workday and you merely enter a start/stop time and a job code (example "shop") you will NOT GET PAID.

By signing here in I agree to the above referenced process and procedure that affects my pay and I hold Stark Energy, Inc. harmless should I elect not to follow Company Policy.

  
\_\_\_\_\_  
Employee Signature

7-25-2023  
Dated

**JUSTIN BACON**      **Aug 19th - Sep 1, 2023**

<b>WEEK 1</b>			
<b>Date</b>	<b>Hours</b>	<b>Description</b>	<b>Total</b>
8/19/23	0.73	Suppose to go get truck	
8/20/23			
8/21/23	2.17	No Work Description	
8/22/23			
8/23/23	0.64	No Work Description	
8/24/23	6.32	F350 drained gas out of fuel tank. Changed fuel filters, fill with diesel. Ran for awhile runs great.	
8/25/23	7.24	Drained fuel tank to empty & put diesel fuel back in. Changed fuel filters again drive a little bit change them in 50 miles	
	<u>17.10</u>	x \$28/hr =	<u>478.80</u>

<b>WEEK 2</b>			
<b>Date</b>	<b>Hours</b>	<b>Description</b>	<b>Total</b>
8/26/23			
8/27/23			
8/28/23	6.76	Tightened up fittings that were loose	
8/29/23	1.22	No Work description	
8/30/23			
8/31/23			
9/1/23	<u>7.98</u>	x \$28/hr =	<u>223.44</u>
			<b>\$702.24</b>

**Justin Bacon**

08/19/2023 to 09/01/2023

Regular	PTO	OT	DT	Total Hours
25.23	0.00	0.00	0.00	25.23

Time in	Time out	Duration	
<b>August 19, 2023</b>			<b>0.73</b>
7:47am	8:30am	0.73	SHOP
<b>NOTES:</b> Suppose to go get truck			
<b>August 21, 2023</b>			<b>2.17</b>
8:06am	10:16am	2.17	SHOP
<b>NOTES:</b> Its payday and now the scheldule they say is messed up so mow not getting paid im going home until they fugure shit out			
<b>August 23, 2023</b>			<b>0.64</b>
10:31am	11:09am	0.64	SHOP
<b>NOTES:</b> Started today at 8:00am. Going to lunch at 11:10			
<b>August 24, 2023</b>			<b>6.32</b>
8:12am	11:03am	2.86	SHOP
<b>NOTES:</b> Going to lunch			
11:53am	3:20pm	3.46	SHOP
<b>NOTES:</b> F350 drained gas outta the diesel fuel tank changed fuel filters filled with DIESEL ran it for awhile and runs great			
<b>August 25, 2023</b>			<b>7.25</b>
7:57am	11:35am	3.62	SHOP
<b>NOTES:</b> Luch break			
11:35am	11:35am	0.00	Lunch Break
11:35am	11:35am	0.00	SHOP
<b>NOTES:</b> Luch break			
12:27pm	4:05pm	3.62	SHOP
<b>NOTES:</b> Drained fuel tank to empty and put diesel fuel back in it changed fuel filers again drive alittle bit change them In 50 miles			
<b>August 28, 2023</b>			<b>6.92</b>
7:51am	10:07am	2.26	SHOP
<b>NOTES:</b> Had to run to my house qyick			
10:07am	10:27am	0.34	Lunch Break
10:27am	12:21pm	1.90	SHOP
<b>NOTES:</b> Had to run to my house qyick			
1:30pm	3:28pm	1.97	SHOP
<b>NOTES:</b> Was back at work at 1250 pm			
11:14pm	12:02am	0.79	SHOP
<b>NOTES:</b> Tightened up fittings that were loose			
<b>August 29, 2023</b>			<b>1.22</b>
7:57am	9:10am	1.22	SHOP
<b>NOTES:</b> Have to go to dickinsi. To pay my rent			



**JUSTIN BACON**      **Aug 5th - 18th, 2023**

**WEEK 1**

Date	Hours	Description	Total
8/5/23	4.50	No Description	
8/6/23	10.00	No Description	
8/7/23	5.50	No Description	
8/8/23		OFF	
8/9/23	8.50	No Description	
8/10/23	5.00	No Description	
8/11/23	4.50	Weed Eating Cleaning up yard	
	38.00	x \$28/hr =	1064.00

**WEEK 2**

Date	Hours	Description	Total
8/12/23	6.00	Welded Dump Trail ; Helped Rick on motor	
8/13/23		OFF	
8/14/23		OFF	
8/15/23	8.75	Separate tires outside shop good and bad piles. Work on F-150 fixed fuel leak on tank. Hooked up battery charger to F-150. Chained down surface rig.	
8/16/23	7.85	Worked on white F-150. Worked on pressure washer. Looked over challenger pumps	
8/17/23	5.82	Cleaned/Organized shop	
8/18/23	4.74	No Description	
	33.16	x \$28/hr =	928.48
			1992.48

**Justin Bacon**

08/05/2023 to 08/18/2023

Regular	PTO	OT	DT	Total Hours
13.71	0.00	0.00	0.00	13.71

Time in	Time out	Duration	
<b>August 16, 2023</b>			<b>3.14</b>
1:28pm	4:36pm	3.14	SHOP
<b>NOTES:</b> Just got app from employer been back to work for 30 min already for morning time it's on invoice #963291			
<b>August 17, 2023</b>			<b>5.82</b>
7:54am	11:17am	3.38	SHOP
<b>NOTES:</b> Lunch break			
1:22pm	3:49pm	2.44	SHOP
<b>NOTES:</b> Cleaned and organized shop still alot left to do			
<b>August 18, 2023</b>			<b>4.75</b>
7:45am	12:14pm	4.48	SHOP
<b>NOTES:</b> Cleaned shop morning now lunch			
1:13pm	1:29pm	0.26	SHOP
<b>NOTES:</b> I'm at the shop working after lunch and it says that I'm still at home i have a witness Rick Q			



JUSTIN BACON

Jul 22nd - Aug 4th, 2023

**WEEK 1**

Date	Hours	Description	Total
7/22/23			
7/23/23			
7/24/23			
7/25/23	7.00		
7/26/23	6.50		
7/27/23	6.50		
7/28/23	7.00		
	<b>27.00</b>	<b>x \$28/hr =</b>	<b>756.00</b>

**WEEK 2**

Date	Hours	Description	Total
7/29/23			
7/30/23			
7/31/23	4.00		
8/1/23	8.50		
8/2/23	6.50		
8/3/23	2.50		
8/4/23	2.00		
	<b>23.50</b>	<b>x \$28/hr =</b>	<b>658.00</b>
			<b>1414.00</b>

SOLD TO: <b>Spark Energy</b>		SHIP TO: <b>Justin Brier</b>		DATE: <b>7-25-87</b>
ADDRESS:		ADDRESS:		
CITY, STATE, ZIP		CITY, STATE, ZIP		
CUSTOMER'S ORDER		TERMS:		FO.B.
SOLD BY:				

QUANTITY	DESCRIPTION	PRICE	AMOUNT
7-25	7 hrs 8-6 / 10.5 hrs		
7-26	6.5 hrs 8-7 / 6 hrs		
7-27	6.5 hrs 8		
7-28	7 hrs		
7-31	4 hrs		
8-1	8.5 hrs		
8-2	6.5 hrs		
8-3	2.5 hrs		
8-4	2 hrs		
8-5	5 hrs		
<b>72 hours worked</b> <span style="border: 1px solid black; border-radius: 50%; padding: 5px; display: inline-block;">72 hours</span>			



Hi Morgan,

Re: Justin Bacon WC-38575

To say or attempt to argue the point that Claimant had no ability to utilize TSheets is totally false. Claimant was told to from day one (from the first hired on date as he was a rehire to the company) to use, utilize TSheets. Upon his rehire is when he refused to utilize the Company's policy of TSheets.

Furthermore, our company has a Strick policy of each employee is to utilize TSheets and Claimants reason for not utilizing it is clear. He felt he could dictate to the Company that Claimant is an exception to company policy. This policy was put in place because employees often scam their employers of fraudulent hours, and this GPS feature makes this attempt at defrauding an employer a bit more difficult.

During Claimant's on/off again employment with our company Claimant has been caught not at the shop when he said he was at the shop working. Furthermore, many tools have come up missing during Claimant's employment when no one had access to the shop but the owner and Claimant.

We cannot trust Claimant. We had taken him back on board, the Company was between a rock and hard place in dire need of a mechanic. But going forward the Company will not stoop that low ever again. We even have a previous leaser who has used the shop state he thought Claimant was stealing tools.

Just because someone states they worked so many hours, does not mean that they did in fact work those hours. It is Company policy to turn in hours same day work is performed in TSheets not days or weeks later. This is a policy agreed to by ALL upon hire. The language is very clear and concise (copy attached hereto).

Claimant was paid for his work and then some, he was overpaid (see attached Cash App Payments of \$5,515.58 in payroll advances, that was previously sent you on Dec 11, 2023). Furthermore, the Company is experiencing extreme hardships from the likes of fraudulent past employees, etc. The owner is working hard to turn this ship around and will not stop until it has been turned around.

With the labor shortage that we are experiencing if the Claimant was such a law abiding and honest person why would he not already be employed? To my knowledge he has stated that he has put in no less than 15+ applications with no luck yet for a job? Why is that? When we did try and employ Claimant he asked for a pay advance practically every day as if it was a day labor job? I'm thinking the pay advances went for addiction problems. As soon as things turn around the Company will be pressing charges against Claimant for the missing tools as well as overpayment.



Delene Fettig, Office Mgr.  
Stark Energy Inc.

12/18/23

**Edmonson, Morgan j.**

---

**From:** delene fettig [REDACTED]  
**Sent:** Wednesday, December 27, 2023 10:29 AM  
**To:** Edmonson, Morgan j.  
**Subject:** Justin Bacon WC-38575  
**Attachments:** Justin Bacon August.pdf; Justin Bacon October.pdf; Justin Bacon November.pdf; Justin Bacon - Breaks.pdf; Justin Bacon Aug- Nov.pdf

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

\*\*\*\*\* CAUTION: This email originated from an outside source. Do not click links or open attachments unless you know they are safe. \*\*\*\*\*

Hi Morgan,

I've processed the handwritten hours that the Claimant has created after the fact. I also created a single sheet so you can see our pay periods and how the hours fall.

I also included the document on breaks as they are required to take a 30 minute unpaid break. Sometimes employees take more than 30 minutes. When they omit documenting the break it is taken out it is company policy and I believe state ruling as well. It is also CLEARLY stated in new hire paperwork on breaks.

I have absolutely nothing for Claimant in TSheets on his rehire. He refused to use it and when I was being insistent he simply got mad, upset with me and went home for the day. With no concern of the work that needed to be done.

There was no pay increase that I'm aware of. If there was to be one it would have been documented and I would have received a copy for the file. I have no such document.

Thank you.

Delene

# August 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
	2hr x 28.  \$56.00	9hrs-.50 = 8.5 x 28.  \$238.00	9hrs-.50 = 8.5 x 28.  \$238.00	6.25hrs-.50=5.75 x 28.  \$161.00	7.25hrs-.50=6.75 x 28.  \$189.00	
27	28	29	30	31	1	2
7hrs-.50=6.5 x 28.  \$182.00	7hrs-.50=6.5 x 28.  \$182.00	8hrs-.50=7.5 x 28.  \$210.00	6.25hrs-.50=5.75 x 28.  \$161.00			

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2

**AUG 19th-SEPT 1st**

Week 1 Aug 19- Aug 25 31.50 hrs x \$28/hr = \$882.00

Week 2 Aug 26-Sept 1 26.25 hrs x \$28/hr = \$735.00

**SEPT 2nd-SEPT 15<sup>th</sup>**

Week 1 Sept 2<sup>nd</sup> – Sept 8<sup>th</sup>

Week 2 Sept 9<sup>th</sup> – Sept 15<sup>th</sup>

**SEPT 16th-SEPT 29th**

Week 1 Sept 16<sup>th</sup> -Sept 22<sup>nd</sup>

Week 2 Sept 23<sup>rd</sup> – Sept 29<sup>th</sup>

**SEPT 30th-OCT 13th**

Week 1 Sept 30th-Oct 6th 5.25 hrs x \$28/hr = \$147.00

Week 2 Oct 7th-Oct 13th 18.25 hrs x \$28/hr = \$511.00

**OCT 14<sup>th</sup>-OCT 27<sup>TH</sup>**

Week 1 Oct 14<sup>th</sup> – Oct 20<sup>th</sup>

Week 2 Oct 21<sup>st</sup> 7-Oct 27<sup>th</sup>

**OCT 28<sup>TH</sup>-NOV 10<sup>th</sup>**

Week 1 Oct 28<sup>th</sup> – Nov 3<sup>rd</sup> 18.00 hrs x \$28/hr = \$504.00

Week 2 Nov 4<sup>th</sup> – Nov 10<sup>th</sup>

**NOV 11<sup>th</sup> – NOV 24<sup>TH</sup>**

Week 1 Nov 11<sup>th</sup> – Nov 17<sup>th</sup> 30.00 hrs x \$28/hr = \$840.00

Week 2 Nov 18<sup>th</sup> – Nov 24<sup>th</sup> 13.00 hrs x \$28/hr = \$364.00

This is a total here of **\$3,983.00**



9

**NOTICE**

GOING FORWARD, ALL EMPLOYEES WORKING IN THE SHOP FOR MORE THEN FIVE HOURS, WILL BE REQUIRED TO TAKE A THIRTY-MINUNTE BREAK NO EXCEPTIONS.

 7-25-23  
DATE

	Mechanic				OT Rate			
	Date:	Start:	End:	Total:	\$ 28.00			
Saturday	7/22/2023				\$ -			
					\$ -			
Sunday	7/23/2023							
Monday	7/24/2023							
Tuesday	7/25/2023			7	\$ 196.00			
					\$ -			
					\$ -			
Wednesday	7/26/2023			6.5	\$ 182.00			
					\$ -			
					\$ -			
Thursday	7/27/2023			6.5	\$ 182.00			
Friday	7/28/2023			7	\$ 196.00			
					\$ -			
				27	\$ 756.00	\$ -	\$ -	\$ -
								<b>Total: \$ 756.00</b>

	Mechanic				OT Rate			
	Date:	Start:	End:	Total:	\$ 28.00			
Saturday	7/29/2023				\$ -			
Sunday	7/30/2023				\$ -			
					\$ -			
Monday	7/31/2023			4	\$ 112.00	\$ -		

Tuesday	8/1/2023			8.5	\$	238.00							
Wednesday	8/2/2023			6.5	\$	182.00							
							\$	-					
Thursday	8/3/2023			2.5	\$	70.00							
Friday	8/4/2023			2	\$	56.00							
				23.5	\$	658.00	\$	-	\$	-	\$	-	Total: \$ 658.00

					Mechanic			OT Rate
	Date:	Start:	End:	Total:	\$ 28.00			\$ 14.00
Saturday	8/5/2023			5	\$ 140.00			
Sunday	8/6/2023			10.5	\$ 294.00			
Monday	8/7/2023			6	\$ 168.00			
Tuesday	8/8/2023							
Wednesday	8/9/2023			9	\$ 252.00			
Thursday	8/10/2023			5.5	\$ 154.00			

Friday	8/11/2023			5	\$ 140.00
				41	\$ 1,148.00
					\$ -
					\$ -
					\$ 14.00
					<b>Total: \$ 1,162.00</b>

Mechanic OT Rate

	Date:	Start:	End:	Total:	\$ 28.00			
Saturday	8/12/2023			6	\$ 168.00			
Sunday	8/13/2023							
Monday	8/14/2023							
Tuesday	8/15/2023			8.75	\$ 245.00			
Wednesday	8/16/2023	1:28 PM	4:26 PM	7.85	\$ 219.80			
Thursday	8/17/2023	7:54 AM	11:17 AM	3.38	\$ 94.64			
		1:22 PM	3:49 PM	2.45	\$ 68.60			
Friday	8/18/2023	7:45 AM	12:14 PM	4.48	\$ 125.44			
		1:13 PM	1:29 PM	0.27	\$ 7.56			
				33.18	\$ 929.04	\$ -	\$ -	\$ -
								<b>Total: \$ 929.04</b>

Mechanic OT Rate

	Date:	Start:	End:	Total:	\$ 28.00			
Saturday	8/19/2023	7:47 AM	8:30 AM	0.72	\$ 20.16			

Sunday	8/20/2023								
Monday	8/21/2023	8:06 AM	10:16 AM	2.17	\$	60.76			
Tuesday	8/22/2023			9	\$	252.00			
Wednesday	8/23/2023	8:00 AM	11:09 AM	9	\$	252.00			
Thursday	8/24/2023	8:12 AM	11:03 AM	2.85	\$	79.80			
		11:53 AM	3:20 PM	3.45	\$	96.60			
Friday	8/25/2023	7:57 AM	11:35 AM	3.63	\$	101.64			
		12:27 PM	4:05 PM	3.63	\$	101.64			
				34.45	\$	964.60	\$ -	\$ -	\$ -
						<b>Total: 964.60</b>			

	Date:	Start:	End:	Total:	Mechanic	OT Rate
					\$ 28.00	
Saturday	8/26/2023				\$ -	
Sunday	8/27/2023			7	\$ 196.00	
Monday	8/28/2023	7:51 AM	12:21 PM	4.5	\$ 126.00	
		1:30 PM	3:28 PM	1.97	\$ 55.16	
		11:14 PM	12:02 AM	0.8	\$ 22.40	
Tuesday	8/29/2023	7:57 AM	9:10 AM	8	\$ 224.00	

Wednesday	8/30/2023			6.25
Thursday	8/31/2023			
Friday	9/1/2023			

\$ 175.00

**Total:**

28.52

\$ 798.56	\$ -	\$ -	\$ -
-----------	------	------	------

\$ 798.56

Mechanic

OT Rate

	Date:	Start:	End:	Total:				
					\$ 28.00			
Saturday	9/2/2023				\$ -			
Sunday	9/3/2023							
Monday	9/4/2023							
Tuesday	9/5/2023							
Wednesday	9/6/2023							
Thursday	9/7/2023							
Friday	9/8/2023							

**Total:**

0 | \$ - | \$ - | \$ - | \$ - | \$ -

					Mechanic			OT Rate
	Date:	Start:	End:	Total:	\$ 28.00			
Saturday	9/9/2023				\$ -			
Sunday	9/10/2023							
Monday	9/11/2023							
Tuesday	9/12/2023							
Wednesday	9/13/2023							
Thursday	9/14/2023							
Friday	9/15/2023							
					0	\$ -	\$ -	\$ -

Monday	9/18/2023			
Tuesday	9/19/2023			
Wednesday	9/20/2023			
Thursday	9/21/2023			
Friday	9/22/2023			

0 \$ - \$ - \$ - \$ - \$

**Total:**

-

	Date:	Start:	End:	Total:	Mechanic	OT Rate
					\$ 28.00	
Saturday	9/23/2023				\$ -	
Sunday	9/24/2023					
Monday	9/25/2023					
Tuesday	9/26/2023					



Wednesday	9/27/2023			
Thursday	9/28/2023			
Friday	9/29/2023			

**Total:**

0 \$ - \$ - \$ - \$ - \$ -

					Mechanic			OT Rate
	Date:	Start:	End:	Total:	\$ 28.00			
Saturday	9/30/2023				\$ -			
Sunday	10/1/2023							
Monday	10/2/2023							
Tuesday	10/3/2023							
Wednesday	10/4/2023							
Thursday	10/5/2023							
Friday	10/6/2023			5.75	\$ 161.00			
				5.75	\$ 161.00	\$ -	\$ -	\$ -

**Total:**

**161.00**

	Mechanic				OT Rate			
	Date:	Start:	End:	Total:	\$ 28.00			
Saturday	10/7/2023			8.25	\$ 231.00			
Sunday	10/8/2023			4	\$ 112.00			
Monday	10/9/2023			7	\$ 196.00			
Tuesday	10/10/2023							
Wednesday	10/11/2023							
Thursday	10/12/2023							
Friday	10/13/2023				\$ -			
				19.25	\$ 539.00	\$ -	\$ -	\$ -
								<b>Total: \$ 539.00</b>

	Mechanic				OT Rate			
	Date:	Start:	End:	Total:	\$ 28.00			
Saturday	10/14/2023				\$ -			
Sunday	10/15/2023							

Monday	10/16/2023			
Tuesday	10/17/2023			
Wednesday	10/18/2023			
Thursday	10/19/2023			
Friday	10/20/2023			

0 \$ - \$ - \$ - \$ - \$

**Total:**

-

	Date:	Start:	End:	Total:	Mechanic	OT Rate
					\$ 28.00	
Saturday	10/21/2023				\$ -	
Sunday	10/22/2023					
Monday	10/23/2023					
Tuesday	10/24/2023					
Wednesday	10/25/2023					

Thursday	10/26/2023			
Friday	10/27/2023			

**Total:**

0 \$ - \$ - \$ - \$ - \$ -

	Date:	Start:	End:	Total:	Mechanic	OT Rate
					\$ 28.00	
Saturday	10/28/2023				\$ -	
Sunday	10/29/2023					
Monday	10/30/2023	12:00 PM	7:00 PM	7	\$ 196.00	
Tuesday	10/31/2023	7:00 AM	7:00 PM	12	\$ 336.00	
Wednesday	11/1/2023					
Thursday	11/2/2023					
Friday	11/3/2023					

**Total:**

19 \$ 532.00 \$ - \$ - \$ - \$ 532.00

Mechanic

OT Rate

	Date:	Start:	End:	Total:	\$	28.00			
Saturday	11/4/2023				\$	-			
Sunday	11/5/2023								
Monday	11/6/2023								
Tuesday	11/7/2023								
Wednesday	11/8/2023								
Thursday	11/9/2023								
Friday	11/10/2023								
				0	\$	-	\$	-	\$ -

**Total:**

	Date:	Start:	End:	Total:	Mechanic	OT Rate
Saturday	11/11/2023				\$	28.00
					\$	-
Sunday	11/12/2023					
Monday	11/13/2023					

Tuesday	11/14/2023	5:00 PM	2:00 AM	9	\$	252.00			
Wednesday	11/15/2023	9:00 AM	4:30 PM	7.5	\$	210.00			
		5:00 PM	7:30 PM	2.5	\$	70.00			
Thursday	11/16/2023	8:00 AM	11:30 AM	3.5	\$	98.00			
		12:30 PM	3:00 PM	2.5	\$	70.00			
Friday	11/17/2023	8:00 AM	11:00 AM	3	\$	84.00			
		1:00 PM	3:30 PM	2.5	\$	70.00			
				30.5	\$	854.00	\$ -	\$ -	\$ -
							\$		<b>Total: 854.00</b>

[illegible]

Wednesday	11/22/2023			
Thursday	11/23/2023			
Friday	11/24/2023			

**Total:**

14	\$	392.00	\$	-	\$	-	\$	-	\$	392.00
----	----	--------	----	---	----	---	----	---	----	--------

Total Wages Earned \$ 7,746.20  
 Total Wages Paid \$ 5,515.58  
 Wages Due \$ 2,230.62

(Per ER) Advances:

\$	361.00
\$	200.00
\$	100.00
\$	400.00
\$	300.00
\$	500.00
\$	50.00
\$	300.00
\$	300.00
\$	150.00
\$	150.00
\$	1,523.35
\$	150.00
\$	131.23
\$	500.00
\$	200.00
\$	200.00
<b>\$</b>	<b>5,515.58</b>

Payroll Advances (Per EE's screenshots)

24-Nov	361
22-Nov	200
18-Dec	100
17-Nov	400
16-Nov	300
14-Nov	500
31-Oct	50
20-Oct	300
16-Oct	300
7-Oct	150
5-Oct	150
28-Aug	1523.35
19-Aug	150
15-Aug	131.23
14-Aug	500
28-Jul	200
26-Jul	200

\$ 5,515.58
-------------



